



WOMEN IN TRANSPORT:

Report for TSSA Annual Conference 2024

Agenda Item 65

1 **TSSA is the union for transport and travel workers.**

2 The transport industry is poorly represented by women, with only 26% women
3 employed in the industry in 2022¹. Specifically in rail, research from 2018 showed
4 the industry was made up of only 16% women workers². When broken down even
5 further, only 2% of those women were in Engineering roles. That research is being
6 refreshed, but it is questionable whether the percentage will have changed
7 significantly towards 50% given the challenges faced by the industry since then.

8 We are proud that as a union in transport, our membership is made of 27.7%
9 women. Yet that does not make up for the fact that the industry as a whole is lacking
10 in diversity. A growing body of evidence and research outlines why a lack of diversity
11 is a problem for innovation, for attracting talent and for meeting the existing and
12 future needs of a travelling public.

13 In 2014 TSSA conducted our first Equality in the Rail Industry research with our
14 academic partners. In 2021 we repeated that research, to compare and contrast
15 experiences over a 5 year period and inform our Equality Agenda. Some findings for
16 women were:

- 17 • Unlike the majority (61.7%) of men, less than a half (42.8%) of women agreed
18 with the statement: “The Railway is a Diverse and Inclusive Employer”. In
19 addition, nearly third (31.8%) of women disagreed with that perspective, whilst
20 only 18.6% of men took the same view. There is, therefore, a clear gender
21 based divergence of views about just how diverse and inclusive the railway is
22 as an employer.
- 23 • There also appears to be a loss of gender diversity because when asked to
24 comment on the statement “My team is formed of a diverse group of people
25 [from a gender perspective]”, just over a half (56.1%) of women respondents
26 agreed in 2021 against two thirds (65.9%) in 2014. Male respondents also
27 expressed the same perspective, but the margin had only reduced from
28 70.2% to 65.7.
- 29 • More women have a better “understanding of their employer’s approach to
30 diversity and inclusion” but that has not led them to see an improvement in
31 how their company “offers equal opportunities regardless of individual
32 differences”.³ This is probably because of the next bullet point.

¹ HoC Report ‘Women in the UK Economy’,

<https://researchbriefings.files.parliament.uk/documents/SN06838/SN06838.pdf>

² NSAR & Women in Rail Diversity Report: <https://www.nsar.co.uk/wp-content/uploads/2018/11/NSAR-WiR-Diversity-Report-FINAL-July-2018.pdf>

³ In answer to the statement, “I understand my employer’s approach to diversity and inclusion”, 66.2% of women agreed (55.8% in 2014) but in response to “My employer offers equal opportunities regardless of individual [gender] differences”, there was virtually no change (56.8% in 2014 and 56% in 2021).

- 33 • Gender based discrimination and harassment is also increasing. In the seven
34 years between the two surveys, the number of women “personally
35 experiencing discrimination at work” had increased from just under a third
36 (31.4%) to nearly two fifths (38.1%). At the same time there had been an
37 almost 6%⁴ increase in women finding themselves the subject of bullying or
38 harassment. 40.8% of women also reported that they had “witnessed others
39 experiencing gender based discrimination”, an increase from the 33.1% in
40 2014.
- 41 • As a consequence of the increased level of gender based discrimination and
42 harassment, more women confirmed that they were having to make
43 complaints. Well over a third (37.7%) of women taking part in the 2021 survey
44 said they have had to complain, up from a fifth (21.2%) in 2014.

45 In addition, this Report also includes (at Appendix A) a breakdown of the 2022
46 Gender Pay Gap Survey results (excluding the four quartiles reporting element) for a
47 number of the employers that TSSA bargains with. This reveals how women are, in
48 many cases, significantly less well paid than their male colleagues. In addition, we
49 have added, where information has been available, the breakdown in the numbers of
50 female and male employees in each firm. This clearly shows just how male
51 dominated Britain’s railways remain.

52 **Our industries are changing**

53 Many of the jobs being done by women in the railway are under threat in reform
54 processes. As we look to the future, there will be more digital and environmental
55 transport jobs, yet those existing workforces struggle with gender equality also. This
56 is not a challenge that will disappear through the attrition of an aging workforce, to be
57 replaced by a younger more diverse group. None of that can be taken for granted, it
58 needs to be planned for and pathways developed into the industry. TSSA looks to
59 the future of our industries, creating opportunities for our existing and future
60 members. This work requires a vision for women that removes barriers to their
61 participation in work and in our union and establishes opportunities for women to
62 develop expertise and leadership in decent, sustainable work. The public will be best
63 served when women are equally represented in transport.

⁴ Increase from 25.7 to 30.4%

64 **Women's participation in work**

65 TSSA has for many years been tackling issues that create barriers for women's
66 participation in work. Through collective bargaining we have been raising issues of
67 flexible working, equal pay and fair pay systems, reducing the gender pay gap, low
68 pay, and more recently through negotiating for menopause policies and provision of
69 period products. We recognise that there are things relating to safety, health and
70 wellbeing that if addressed, will enable women to remain in the transport industry,
71 and develop through to management or on other chosen pathways. Our bargaining
72 agenda needs to deliver for women over the next 5 years through setting standards
73 across the transport industry, to which we hold employers to account.

74 Serious safety issues affect women in transport jobs and on transport itself, including
75 violence from passengers at stations and sexual harassment in the workplace.

76 The issue of violence against rail staff has continued to increase and is noted by the
77 RSSB and the ORR as a significant risk for workers but published data is not broken
78 down by gender. The Women in Rail Report⁵ published in 2015, however, found that
79 60% of women working in rail were employed in customer facing front line roles,
80 including in retail functions, as train guards and in catering.

81 RSSB research⁶ has found that there is a high prevalence of work-related violence in
82 rail. Data collected for a report published in 2018 identified that 94.1% of frontline
83 staff had experienced workplace abuse, with 25.6% experiencing physical assaults.

84 In a later publication⁷ the RSSB reported:

85 "Those in customer facing roles had a much higher chance of facing assault
86 and abuse: both train crew and platform/station staff had an 83% chance of
87 experiencing assault and abuse. It is estimated that all staff in both categories
88 will experience work-related violence at least once over a 40-year career."

⁵ <https://womeninrail.org/wp-content/uploads/2014/04/WR-Industry-Survey-Report-December-2015.pdf>

⁶ <https://www.rssb.co.uk/safety-and-health/leading-health-and-safety-on-britains-railway/work-related-violence-and-trauma> Also quoted at Page 41 in RSSB and ORR's "Mental Health and Wellbeing" in Rail Magazine Special Report, July 2021

⁷ Workforce Trauma: The Effects of Witnessing a Person Struck by a Train, or of Experiencing Work-Related Violence available at: <https://www.rssb.co.uk/-/media/Project/RSSB/RssbWebsite/Documents/Registered/Registered-content/Insight-and-News/Health-and-Wellbeing/workforce-trauma.pdf>

89 More recent findings from the RSSB, quoted in the Work Related Violence and
90 Trauma section of the organisation's latest⁸ Annual Health and Safety Report found
91 that staff are suffering from an increased risk of violence and trauma at work, with
92 the highest figures for five years showing 2,526 incidences in the Financial Year
93 2022-2023, 171 of which were classed as lost time incidents (also the highest in the
94 last five years).

95 The CIPD has also published research⁹ about the LGBT+ experiences of work in
96 general (not specifically in rail), from conflict and wellbeing to job outcomes. Whilst it
97 does not specifically mention trans women, it found that LGBT+ employees are more
98 likely to experience workplace conflict and harassment than their heterosexual,
99 cisgender counterparts:

- 100 • 40% of LGB+ workers and 55% of trans workers have experienced such
101 conflict, compared with 29% of heterosexual, cisgender employees.
- 102 • A higher proportion of LGB+ workers (16%) feel psychologically unsafe in the
103 workplace compared with heterosexual workers (10%), while for trans
104 workers, this figure is even higher at 18%.

105 **Our journey as a union**

106 TSSA is changing. We are on a journey to grow and learn and become more
107 inclusive. We remain committed to implementing the recommendations in the
108 Kennedy and Conley reports in full. Our journey will positively impact the industries
109 our members work in and be strengthened by member involvement in our
110 democracy and campaigns. Participation in our union of women and the
111 representation of women at all levels is essential if we hope to be part of the future of
112 the transport industry. We have for the first time in 127 years a female General
113 Secretary. We also have a female president and treasurer. This is the best time ever
114 for our union to reflect on what we can achieve for our women members, and how
115 we can ensure women have a say in their union and in their futures. Engaging
116 women in all aspects of our union, from workplace bargaining, to campaigning on
117 equal pay and fair pay systems, to standing for elected Executive Committee
118 positions, our measure of success is the activity women are participating in and
119 leading within TSSA. Visibility of active women in our union is a must for our journey
120 of inclusion to progress.

⁸ <https://www.rssb.co.uk/-/media/Project/RSSB/RssbWebsite/Documents/Affiliate/Affiliate-content/Improving-Safety-and-Health/ashr/annual-health-safety-report-2022-23-work-related-violence-trauma.pdf>

⁹ Published in February 2021 and available at: <https://www.cipd.org/uk/knowledge/reports/inclusion-perspectives-lgbt/>

121 Currently we deal with employers who are putting resources into diversity initiatives.
122 As we represent employers across transport, we are well placed to set standards at
123 an industry level. While the Great British Railway is being developed, with diversity in
124 mind, our union must participate in the initiatives that are good, influence the industry
125 and government to support women entering into and remaining in transport, and
126 challenge, where women are being failed. We have started the challenge within our
127 own union, now we must also take the challenge to employers and the government.

128 **Our Future**

129 The future is now. The change in our industries can provide opportunities for our
130 existing and future members. TSSA members are shaping the future through their
131 expertise in digital skills, climate, safety, planning and people. All of these
132 opportunities need to be equally accessed by women as they are for men. TSSA has
133 a role to play engaging with organisations leading the skills agenda and industry
134 planning, ensuring women have a voice in the future of transport. Reaching out to
135 organisations that support women in transport will establish TSSA as a stakeholder
136 in a potential alliance for change.

137 **What TSSA can do**

138 Engage with our women members and leaders on a vision for TSSA women,
139 exploring the initiatives arising from this report and seeking new ideas:

- 140 • Use our Equality Survey/research every 5 years to hold employers to account
141 at an industry level.
- 142 • Work with the RSSB and ORR to breakdown their violence and assault
143 research on a gender basis.
- 144 • Mitigate the impact of industry change on women through consultation,
145 collective bargaining, participation and collaboration on projects within the
146 industry, leadership on issues with industry and government.
- 147 • Establish and/or relaunch equality bargaining standards on issues that impact
148 women's participation in our industries, such as Equal Pay, Flexible and
149 Hybrid Working and set a standard for women's welfare and wellbeing. Report
150 back on progress to each Annual Conference.
- 151 • Set a target for a 50% increase of active women in roles and campaigns each
152 year for the next 5 years, both increasing representation of women in our
153 union and engaging in programmes to improve industry representation.
- 154 • Participate in existing campaigns and establish our own agenda for safety in
155 transport jobs and for the travelling public.
- 156 • Continue with our broader Equality Agenda, ensuring an intersectional
157 analysis of the impacts on women in our decision making and activities,
158 promoting inclusion over exclusion for all members.
- 159 • Reach out to organisations supporting women in transport, to be part of an
160 alliance for change

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Appendix A - Gender Pay Gap 2022 Information and number of employees (including Female/Male where available)

Company	Number of Female employees in 2022/23	average gender pay gap as a mean average	average gender pay gap as a median average	average bonus gender pay gap as a mean average	average bonus gender pay gap as a median average	proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
TfW Rail	20% Female of 2,834 employees = 568 Female	16.40%	19.20%	4.20%	7.90%	Male: 7.4% Female: 19.5%
East Midlands Railway	34% Female of 2,406 employees = 818 Female	24.10%	22.40%	31.40%	0.00%	Male: 9.9% Female: 9.4%
Northern	18.72% Female of 6,870 employees = 1,286 Female	16.70%	26%	None paid	None paid	Male: 17.4% Female: 21.5% (Note, relates to ancillary payments)
Scotrail	22% Female of 5,082 employees = 1,118 Female	17.45%	26.25%	None paid	None paid	None paid in 2022/3
LNER	42% Female of 3,220 employees = 1,352 Female	23.40%	15.20%	38.90%	24.10%	Male: 39% Female: 50%
Southeastern	21% Female of 4,597 employees (2023 figures) = 965 Female	17.84%	16.22%	36.51%	66.34%	Male: 11.7% Female: 12.95%
c2c	25% Female of 698 employees = 175 Female	21.00%	18.00%	18.00%	28.00%	Male: 71% Female: 57%
GTR	1,278 Female of 7,351 employees	19.40%	23.50%	-28.20%	-6.70%	Male: 15.7% Female: 24.2%
Merseyrail	25% Female of 1,151 employees (2023 figure) = 288 Female	10.31%	6.63%	None paid in 2022/3	None paid in 2022/3	None paid in 2022/3
MTR Elizabeth Line	301 Female of 1,280 employees	19.20%	41.50%	41.20%	-100%	Male: 6.8% Female: 8.1%
Network Rail	18.4% Female of 42,181 employees (2021/22 figure) = 7,761 Female (Note 29.5% Female Mgt Grades)	8.60%	10.90%	No bonuses paid	No bonuses paid	None paid in 2022/3

Company	Number of Female employees in 2022/23	average gender pay gap as a mean average	average gender pay gap as a median average	average bonus gender pay gap as a mean average	average bonus gender pay gap as a median average	proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
West Midlands Trains and London & Northwestern Railway	2,950 employees (2023 figures)*	15.10%	20.50%	28.80%	29.70%	Male: 22.5% Female: 31.1%
Greater Anglia	2,760 employees (2023 figures)	19.70%	19.20%	9.10%	0%	Male: 96.5% Female: 94.4%
Arriva Rail London	1,546 employees (2022)	15.80%	38.80%	-38.70%	10.00%	Male: 20.0% Female: 31.4%
Cross Country	1,860 employees (2022 figure)	26.50%	19.30%	52.30%	-52.30%	Male: 0.1% Female: 0.2%
Chiltern	854 employees (2023 figure)	27.50%	37.50%	21.90%	0%	Male: 92.6% Female: 90.5%
DB Cargo	2,200 employees (2022 figures)	11.30%	24.70%	15%	19%	Male: 10.5% Female: 38.2%
Colas	1,342 employees (2022 figures)	19.10%	25.10%	24.40%	-33.30%	Male: 25.7% Female: 35.8%
TfL	Circa 9,000 employees (2022)	9.50%	16.60%	-2	0	Male: 31.7% Female: 39.0%
London Underground	16,657 (2023)	11.20%	16.90%	-4.50%	0	Male: 26.5% Female: 33.5%
Freightliner	999 (2022)	11.20%	13.50%	42.20%	18.40%	Male: 4.6% Female: 8%
Freightliner Heavy Haul	754 (2021)	20.50%	35.80%	-1.60%	33.80%	Male: 7.8% Female: 8%
First Greater Western	6,540 (Actuals, 2022)	21.10%	24.20%	-2.70%	40.20%	Male: 49.0% Female: 65.0%

Company	Number of Female employees in 2022/23	average gender pay gap as a mean average	average gender pay gap as a median average	average bonus gender pay gap as a mean average	average bonus gender pay gap as a median average	proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
Avanti West Coast (10349442)	3,317 (2022)	24.00%	19.90%	40.20%	26.40%	Male: 70.5% Female: 80.0%
TransPennine Express	1,511 (Actuals, 2022)	17.60%	38.40%	-84.40%	-6.50%	Male: 31.6% Female: 37.0%
South Western Railway	5,395 (2022)	15.30%	19.70%	56.30%	56.00%	Male: 27.1% Female: 36.3%

Notes:

1. Information on total employee numbers mostly obtained from accounts submitted to Companies House. Numbers of females obtained largely from company documents (two from accounts).
2. Gender Pay Gap Reporting obtained from reports on company websites or from UK Government's Gender Pay Gap Service (<https://gender-pay-gap.service.gov.uk/>)
3. The Mean (average) is established by adds the total of the constituent parts and then dividing it by the number of the constituent parts to calculate the average for each.
4. The Median is the middle figure of all of the constituent parts lined up.